## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## EPA (and below)

For 4th Quarter 2015 for period ending September 30, 2015

			a				
<b>Complaint Activity</b>	Pr	evious	2015Thru09-30				
	2010	2011	2012	2013	2014	2015111ru09-30	
Number of Complaints Filed	70	64	79	62	49	56	
Number of Complainants	63	61	77	59	46	55	
Repeat Filers	7	3	2	3	3	1	

Complaints by Pagis	Comparative Data												
Complaints by Basis	Pro	evious											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru09- 30							
Race	39	25	40	22	23	25							
Color	14	10	13	7	10	11							
Religion	5	2	9	4	3	5							
Reprisal	47	39	44	31	28	27							
Sex	28	29	42	27	15	25							
PDA	0	0	0	0	0	0							

National Origin	14	10	13	12	10	11
Equal Pay Act	0	2	1	1	1	2
Age	28	21	37	22	22	28
Disability	21	24	25	19	18	17
Genetics	0	0	0	0	0	1
Non-EEO	0	1	8	7	6	6
			Com	parativ	ve Data	1
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru09- 30
Appointment/Hire	2	1	5	5	7	5
Assignment of Duties	18	12	12	5	5	16
Awards	6	2	5	0	3	3
Conversion to Full-time	0	0	2	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	3	2	3	6	2
Suspension	2	3	2	6	4	0
Removal	0	1	2	0	3	2
Other	3	2	4	2	0	1
Duty Hours	1	3	3	2	0	0
Evaluation Appraisal	14	11	21	9	5	6
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	35	30	32	22	20	24

Sexual		1	1	1		2	1	2
Medical Examination		0	0	0		0	0	0
Pay (Including Overtime)		3	4	4		1	0	1
Promotion/Non-Selection		24	18	26	5	10	8	5
Reassignment								
Denied		4	3	3		0	2	3
Directed		6	1	5		2	2	1
Reasonable Accommodati	on	2	8	7		9	3	4
Reinstatement		0	0	0		0	0	0
Retirement		0	0	2		1	2	1
Termination		4	9	5		4	1	1
Terms/Conditions of Empl	oyment	16	10	19	•	12	11	9
Time and Attendance		6	6	18	3	7	2	7
Training		6	4	11	L	2	6	5
Other		0	0	7		2	0	2
			Co	mpa	ırat	ive D	)ata	
<b>Processing Time</b>		Previous	s Fisca	2015Thru09-				
	2010	2011	201	2	201	13	2014	30
Complaints pending during	g fiscal ye	ear						
Average number of days in investigation	285.43	274.33	326.5	57	311	.07	245.08	257.40
Average number of days in final action	311.67	450.95	410.0	06	199	.33	290.41	322.31
Complaint pending during	fiscal year	ar where	hearin	g wa	as re	eques	ted	
Average number of days in investigation	213.67	263.57	324.4	42	314	.44	249.50	263.48
Average number of days in final action	0	0	326.5	57	35.	00	12.00	36.00

Complaint pending during t	iscal	yea	ar wl	nere	he	eari	ng w	as i	not re	eque	ested		
Average number of days in investigation	339.2	25	312	.00	3	328	.83	30	6.58	23	33.87	2	45.75
Average number of days in final action	311.0	67	450	.95	4	168	.50	21	9.88	37	6.08	6	08.62
							C	om	para	tive	Data	ļ.	
Complaints Dismissed Agency	by	Previous Fiscal Year Data								a	2015Thru09-		
		2010 2011 2012 2013 2014								2014		30	
Total Complaints Dismissed Agency	d by	by 5 6 10 6 10								6			
Average days pending prior dismissal	to		53		44	1	21:	2	123		239		99
Comp	olain	ts V	Vith	dra	wn	ı by	y Co	mp	laina	nts			
Total Complaints Withdraw Complainants	n by		2		3		12	2	19		3		8
							Con	ıpa	rativ	e D	ata		
Total Final Agency Actions Finding			Pre	evio	us	Fis	scal	Yea	r Da	ıta		2015	Thru09-
Discrimination	2	010	) 2	201	1	20	)12	20	013	2	014		30
	#	9,	<b>6</b> #	9/	6	#	%	#	%	#	%	#	%
Total Number Findings	0		C			0		0		1		1	
Without Hearing	0	(	0	(	)	0	0	0	0	0	0	0	0
With Hearing	0	(	c	(	)	0	0	0	0	1	100	1	100
Findings of						(	Com	paı	ativ	e Da	ata		
Discrimination Rendered by Basis			Pre	evio	us	Fis	scal	Yea	r Da	ıta		2015	Thru09-
Note: Complaints can be	20	2010 2011 2012 2013 2014									30		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	)	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0			1		0		1		1	

Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	1	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
indings After Hearing	0		0		0		0		1		1	
Race	0	0	0	0	0	0	0	0	1	100	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	_			_							1
0		0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal Sex	0	0	0	0	0	0	0	0	0	0 100	0	0
Reprisal Sex PDA	0 0	0 0	0 0	0 0	0 0	0 0 0	0 0	0 0	0 1 0	0 100 0	0 0 0	0 0 0
Reprisal Sex PDA National Origin	0 0 0	0 0 0	0 0 0 0	0 0 0	0 0 0	0 0 0 0	0 0 0	0 0 0	0 1 0 0	0 100 0	0 0 0 0	0 0 0 0
Reprisal Sex PDA National Origin Equal Pay Act	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 1 0 0 0	0 100 0 0	0 0 0 0	0 0 0 0
Reprisal Sex PDA National Origin Equal Pay Act Age	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 1 0 0 0	0 100 0 0 0 100	0 0 0 0 0	0 0 0 0 0

Findings Without Hearing	0		0		1		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	1	100	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Comp	par	ative	Da	ıta		
Findings of Discrimination Rendered		]	Pre	viou	s Fi	scal Y	'ear	· Dat	ta		2015	Thru09-
by Issue	20	10	20	)11	20	012	20	)13	2	014		30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		1		0		1		1	
Appointment/Hire	0	0	0	0	0	0	0	0	1	100	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	1	100
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												•
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Appointment/Hire	0	0	0	0	0	0	0	0	1	100	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	1	ı				ı					I	I
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	1	100
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												•
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		-		-				-				
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		1		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action										-		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	100	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
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	Comparative Data											
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	Fiscal Y	Year D	ata	2015Thru09-						
	2010	2011	2012	2013	2014	30						
Total complaints from previous Fiscal Years	52	61	59	87	87	87						
Total Complainants	47	48	52	79	82	78						
Number complaints pending		-	-		-							
Investigation	39	51	20	11	3	1						
ROI issued, pending Complainant's action	0	0	3	3	0	0						
Hearing	25	36	38	59	65	68						
Final Agency Action	37	19	12	22	20	20						
Appeal with EEOC Office of Federal Operations	8	13	18	24	28	36						

<b>Complaint Investigations</b>	Comparative Data					
	Previous Fiscal Year Data					2015Thru09-
	2010	2011	2012	2013	2014	30
Pending Complaints Where Investigations Exceed Required Time Frames	69	70	31	22	3	3